



AFRICA INLAND MISSION

 Canada Mobilizing Office



Opportunity Profile

EXECUTIVE DIRECTOR
AFRICA INLAND MISSION CANADA

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Africa Inland Mission (AIM) Canada is searching for a relational servant leader with a passion for global missions to join their team as Executive Director.

The Executive Director is responsible for the overall direction of the organization, and for the welfare of staff and missionary personnel. They are to carry out the directives and policies set forth by AIM's Canadian Council and are accountable to report regularly on all matters within the scope of their responsibility. The Executive Director represents AIM Canada ministries at churches, conferences, and AIM International.

If you are an experienced leader and team builder with a passion for reaching unreached people groups, and are aligned with the mission and convictions of AIM, we would love to hear from you.



OUR STORY

Like the fishermen who dropped their nets at the feet of Jesus, or those very first "Inlanders" who founded AIM in an unprecedented push toward Africa's inland peoples, we are characterized by uncompromising love and a courageous obedience to Christ's call that takes us to places of uncertainty and, sometimes, insecurity. We go wisely, but in faith – knowing that the One who calls us is faithful, and knowing that we are merely participants in an unstoppable work of God to bring the nations unto him.

Over 300 million Africans still haven't heard

Our passion is to see the worship of Jesus Christ spread across the continent of Africa – through individual lives fully committed to him, and collectively through Christ-centered churches. God has done a mighty work in Africa, where his Church is vast and growing daily, but the task is far from finished.

Today, the places where the gospel is yet to take root are not so much geographical as they are cultural and ideological. Because of these barriers, nearly 1000 of Africa's 3700 unique ethnic people groups are still unreached, with no viable witness to the good news. That's over 300 million people who have little opportunity to hear the gospel, and even less to be disciplined as a follower of Jesus. It is for these we labor.

Compelled by Christ's Love

Africa Inland Mission has been leading people into meaningful cross-cultural ministry for more than 125 years. We send workers throughout Africa and among African diaspora around the globe. We're engaged with over 100 unreached people groups and have hundreds of opportunities to join in. The work is often as diverse as the gifts that each member brings, but all of our activities fit within three broad areas of focus:

- Disciple-making among the unreached
- Equipping and mobilizing African churches
- Serving and supporting the above



PARTNERING WITH CHURCHES & REACHING AFRICA'S UNREACHED

Africa Inland Mission serves and partners with churches to advance the gospel among Africans who have the least opportunity to hear about Jesus.

KEY RESPONSIBILITIES

- As a member of the AIM Leadership Team, support the Home Council's (board's) responsibility to develop and review the objects, strategic plans, policy statements of the mission, and Statement of Faith.
- Ensure structures and systems are in place for the development, review, and recommendation of new programs, program expenses, or organization structures to ensure accountability of all departments and staff for the purpose of fulfilling the objects, Statement of Faith, end statements, home council policies, and resolutions of the Home Council.
- Ensure that appropriate systems and structures are in place for the effective management and control of the mission and its resources including the employment, development, and oversight of all employees of the mission.
- Provide spiritual and prayerful leadership to AIM Canada staff, volunteers, members, and donors, developing relationships in order to facilitate good two-way communication, member care, and vision building.
- Encourage the development of a constituency of people who will become faithful intercessors for the work of AIM.





- Maximize the strengths of others by delegation and a flexible leadership style to promote healthy team relationships and an environment of joy in ministry.

- Develop and mentor future leaders.

- Keep abreast of mission trends and international developments which impact international missionary work.

- Give visibility to and promote AIM Canada to the public, in churches, and to other mission agencies or institutions.



QUALIFICATIONS

- Must have a master's degree in a relevant field.
- Must have at least ten years of organizational leadership experience and local church involvement.
- Must be passionate about and motivated toward AIM's mission and be able to sign off on the Statement of Faith and the policies on Christian conduct in the Membership Handbook. Must agree in writing to comply with AIM's child and sexual abuse policies.
- Must demonstrate spiritual and spirit-led leadership in all areas of life: church, family, and community.
- Must be enthusiastic about global missions work.
- Must have a demonstrated ability to biblically envision, initiate, and ensure progress toward AIM's mission.
- Must have demonstrated experience in working effectively with a leadership team and a board of directors; building consensus, resolving conflicts, and providing accountability for the allocation of limited resources.
- Must have demonstrated skills in operational management, program leadership, and planning/budgeting/financial administration.
- Must be sensitive to the post-modern, multi-ethnic make up of Canada.

OUR SEARCH TEAM



shawn@nelsonandkraft.com
604.614.2665

SHAWN PLUMMER LEADING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. His career has led to deep relationships and respect within his broad network of non-profits and businesses globally and across Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.



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MARK KRAFT SUPPORTING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.

OUR SEARCH TEAM CONTINUED



matt@nelsonandkraft.com
613.355.1412

MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles. Additionally, Matt is well-versed in employee relations, engagement, and human resources, making him a valuable consultant. Through a ministry-minded focus, and commitment to responsiveness, he aims to serve his stakeholders with excellence as an Associate.



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ALEXA KROEKER SUPPORTING THE SEARCH

With extensive experience in executive and board assistance, Alexa combines her recruitment expertise with a keen understanding of organizational needs to build high-performing teams. She's adept at crafting compelling job descriptions and leveraging targeted advertising strategies to attract the best candidates for your organization. From the initial kickoff meeting, Alexa listens attentively to understand the nuances of your ideal candidate, ensuring a tailored and effective recruitment approach. Committed to excellence, Alexa is your go-to partner for successful talent acquisition, driving your organization towards greater success.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Scarborough, ON

Application Deadline: open until a suitable candidate is found

Salary Range: \$95,000 - 105,000

50% is paid salary and the other 50% will be raised through Partner Development. Partner Development is building a team to provide financial and prayer support that will cover the remaining cost of the salary.

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.